Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Department of the Interior

For 4th Quarter 2010 for period ending September 30, 2010

Mixed Cases are Included in this report.

			Cor	nparati	ve Data	a
Complaint Activity	Pr	evious [Fiscal Y	Year Da	nta	2010Thru09-30
	2005	2006	2007	2008	2009	201011111u09-30
Number of Complaints Filed	323	353	262	289	283	293
Number of Complainants	283	318	258	274	270	290
Repeat Filers	31	26	13	13	5	3

Complaints by Pagis	Comparative Data										
Complaints by Basis	Pro	evious 1	Fiscal '	Year D	ata						
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30					
Race	94	132	82	106	98	87					
Color	42	45	36	33	23	23					
Religion	10	19	10	14	19	11					
Reprisal	150	189	138	144	142	127					
Sex	133	132	104	106	109	122					
National Origin	62	58	47	37	38	41					

Equal Pay Act	9	10	4	5	2	1
Age	121	121	88	105	98	92
Disability	62	63	57	67	64	67
Non-EEO	0	3	3	6	3	10
Compleints by Issue			Com	parativ	e Data	l
Complaints by Issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2005	2006	2007	2008	2009	2010Thru09- 30
Appointment/Hire	61	47	29	40	30	42
Assignment of Duties	50	35	34	33	33	37
Awards	12	16	6	6	14	6
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	2	1
Reprimand	15	8	7	11	12	11
Suspension	10	12	12	9	12	17
Removal	5	6	3	3	13	6
Other	12	7	13	12	12	10
Duty Hours	8	10	12	8	6	5
Evaluation Appraisal	19	29	25	43	36	32
Examination/Test	0	1	0	1	2	1
Harassment						
Non-Sexual	106	102	102	111	105	104
Sexual	17	20	10	12	11	15
Medical Examination	1	1	0	1	1	0

Pay (Including Overtime)	١	12	6		5	10	6	4
Promotion/Non-Selection	L	55	84	4	6	49	61	38
Reassignment								
Denied		4	4		2	3	3	2
Directed		10	14	1	.3	13	11	9
Reasonable Accommodat	ion	14	19	1	.2	16	17	16
Reinstatement		0	0		1	1	1	1
Retirement		8	3		2	3	1	2
Termination		28	31	2	25	17	35	31
Terms/Conditions of Employment		34	26	2	25	23	32	35
Time and Attendance		14	12	1	.8	17	20	17
Training		12	17		9	11	15	13
Other		28	36	3	31	27	20	27
			Co	mp	ara	tive l	Data	
Processing Time		Previou	s Fisca	ıl Y	ear	Data	ļ	2010Thru09-
	2005	2006	200	7	20	008	2009	30
Complaints pending during	ng fiscal y	ear						
Average number of days in investigation	163.68	203.55	219.	75	255	5.71	155.30	167.21
Average number of days in final action	266.56	168.89	160.	95	170	0.21	245.38	131.49
Complaint pending during	g fiscal yo	ear whe	e hear	ing	was	requ	ested	
Average number of days in investigation	102.07	117.46	121.	82	114	1.52	31.01	18.94
Average number of days in final action	45.92	37.54	37.1	2	26	.07	30.07	38.40

Discrimination Rendered by Basis Note: Complaints can be filed alleging multiple bases. The sum of the bases may not	20	005	20)06 %	2	007 %	\\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	2008	20	009	3	%
Rendered by Basis Note: Complaints can	20		20	006	2	007	7	2008	20	009	3	
		,			_		-		_		-	
Findings of			Prev	ious				ative l r Data		1	2010T	hru09-
With Hearing	0	0	2	67	4	80	5	100	5	45	4	40
Without Hearing	1	100	1	33	1	20	0	0	6	55	6	60
Total Number Findings	1		3		5		5		11		10	
	#	%	#	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination	2	2005	Т.	006	20			008	20	09		nru09- 0
Total Final Agency]	Prev	vious				ative r Data		a	2010T	հայրո
Total Complaints Withdra Complainants	awn	by	15		15	2.		24		9	19	9
Con	npla	ints V	Vith	dra	wn b	y C	om _]	 plaina	nts			
Average days pending pridismissal	ior to	0	132	2 3	379	30)4	197	30	03	27	0
Total Complaints Dismiss Agency	sed l	by	24		47	3	3	50	3	88	30	0
rigency			200	5 2	006	20	07	2008	20	09	30	0
Complaints Dismisse Agency	d by	7	I	Previ	ious			parat Year I		1	2010TI	1ru09-
Average number of days in final action	329	9.61	286	5.76	259	0.69	25	59.63	331	.21	186	5.25
Average number of days in investigation	22:	3.96	275	5.29	300).28	33	39.76	249	9.01	258	3.13

Total Number Findings	1		3		5		5		11		10	
Race	0	0	0	0	3	60	1	20	2	18	4	40
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	2	40	0	0	1	10
Reprisal	0	0	2	67	4	80	3	60	6	55	4	40
Sex	0	0	1	33	3	60	2	40	5	45	5	50
National Origin	0	0	1	33	0	0	0	0	0	0	3	30
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	2	18	3	30
Disability	1	100	0	0	0	0	0	0	0	0	2	20
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	,											
Findings After Hearing	0		2		4		5		5		4	
Race	0	0	0	0	3	75	1	20	1	20	3	75
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	2	40	0	0	0	0
Reprisal	0	0	1	50	3	75	3	60	2	40	1	25
Sex	0	0	0	0	3	75	2	40	2	40	2	50
National Origin	0	0	1	50	0	0	0	0	0	0	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	2	40	1	25
Disability	0	0	0	0	0	0	0	0	0	0	1	25
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without	1		1		1		0		5		6	

Hearing												
Race	0	0	0	0	0	0	0	0	0	0	1	17
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	17
Reprisal	0	0	1	100	1	100	0	0	4	80	3	50
Sex	0	0	1	100	0	0	0	0	2	40	3	50
National Origin	0	0	0	0	0	0	0	0	0	0	2	33
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	2	33
Disability	1	100	0	0	0	0	0	0	0	0	1	17
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination]	Pre	vious		Compa cal Ye					2010T	
Discinimation							3	30				
Rendered by Issue	2	005	2	006	2	007	20	800	20	09	3	0
Rendered by Issue	#	005 %	#	006 %	#	00 7 %	#	008 %	#	09 %	#	0 %
Rendered by Issue Total Number Findings												
Total Number	#		#		#		#		#		#	
Total Number Findings	1	%	3	%	# 5	%	# 5	%	# 11	%	# 10	%
Total Number Findings Appointment/Hire	1 0	0	3	0	5	0	5	40	# 11 1	9	10	% 20
Total Number Findings Appointment/Hire Assignment of Duties	# 1 0	0 0	# 3 0	0 0	# 5 0	0 0	# 5 2 0	% 40 0	# 11 1 2	% 9 18	# 10 2 0	% 20 0
Total Number Findings Appointment/Hire Assignment of Duties Awards	# 1 0 0	0 0	# 3 0 0	0 0	# 5 0 0	0 0	# 5 2 0	% 40 0 0	# 11 1 2 0	% 9 18 0	# 10 2 0 0	% 20 0
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time	# 1 0 0	0 0	# 3 0 0	0 0	# 5 0 0	0 0	# 5 2 0	% 40 0 0	# 11 1 2 0	% 9 18 0	# 10 2 0 0	% 20 0 0
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action	# 1 0 0 0	0 0 0 0	# 3 0 0 0	0 0 0 0	# 5 0 0 0	0 0 0 0	# 5 2 0 0	% 40 0 0 0	# 11 2 0	9 18 0	# 10 2 0 0	20 0 0
Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	# 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0	# 3 0 0 0 0	0 0 0 0	# 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0	# 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	% 40 0 0 0 0	# 11 2 0 0 0	9 18 0 0	# 10 2 0 0 0 0 0	20 0 0 0

Other	0	0	0	0	0	0	1	20	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	20	1	9	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	0	0	0	0	2	40	0	0	5	45	1	10
Sexual	0	0	0	0	0	0	0	0	1	9	1	10
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	67	1	20	1	20	2	18	1	10
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	9	1	10
Reasonable Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	2	20
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	9	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	9	0	0
Other - User Defined	0	0	1	33	1	20	0	0	0	0	0	0
Findings After Hearing	0		2		4		5		5		4	

Appointment/Hire	0	0	0	0	0	0	2	40	1	20	2	50
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												•
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	1	25	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	1	20	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	20	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	50	0	0	3	60	1	25
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	2	100	1	25	1	20	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	20	1	25
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

	1	I	1						1	1	I	
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	20	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
		'		'								
Findings Without Hearing	1		1		1		0		6		6	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	2	33	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action				-							-	-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	1	17	2	33
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	17	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	2	33	0	0
Sexual	0	0	0	0	0	0	0	0	1	17	1	17
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	2	33	1	17
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	2	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	100) 1	100	0	0	0	0	0	0
						(Com	para	tive	Data	l	
Pending Complaints Previous Fiscal Years I				Pre	viou	s Fis	cal Y	Year	Dat	ta	2010T	hru09-
Trevious riscai Tears	у Э	iaius	20	05	200	6 20	07	200	8 2	2009		0
Total complaints from p Fiscal Years	revio	ous	34	45	431	5	24	519		486	44	16
Total Complainants			2	73	350	4	37	446		438	40)7
Number complaints pe	ndin	ıg									ı	
Investigation			,	7	30	5	57	30		31	1	3
ROI issued, pending Complainant's action				1	1		4	0	T	1	3	3
Hearing			9	1	118	1	43	143		160	18	32
Final Agency Action	1		3	0	41	1	53	78	T	20	4	0
								1			1	

Appeal with EEOC Office of Federal Operations	0	1	1	0	0	0
			Com	parativ	ve Data	l
Complaint Investigations	Pro	evious]	Fiscal Y	Year D	ata	2010Thru09-
	2005	2006	2007	2008	2009	30